



EQUAL OPPORTUNITY AND SEXUAL HARASSMENT

18 July 2014

1. Throughout history, Marines have fought courageously and honorably for our country and their fellow Marines. Taking care of the fellow Marine on our left and right is ingrained in the souls of those who have preceded us and those we continue to produce at Recruit Training and OCS. Deciding to undermine this tradition by treating our teammates unfairly based on age, color, gender, race, religion, sexual orientation, or national origin is losing sight of this tradition and is not honorable.

2. Equal Opportunity means all personnel, regardless of race, color, religion, sexual orientation, age, national origin, or gender are treated fairly, with respect, and without prejudice. Sexually harassing a teammate or treating some unfairly relative to others destroys trust within the team and slows our success. All Marines, Sailors, and Civilians in this unit deserve fair, equal treatment, without feeling sexually harassed or at risk from those they work with or among. Together, we will ensure the right environment exists for all in 2/3.

3. We charge all Marines, Sailors, or Civilians in 2d Battalion, 3d Marines to report incidents of discrimination or harassment. Ideally, reports should be made using the Informal Resolution System to handle incidents at the lowest possible level. Other methods for reporting incidents are the Request Mast Process or by contacting 2/3's Equal Opportunity Representative, SSgt Darren Emde. Reporting individuals will have no fear of reprisal when reporting an allegation. We will ensure all allegations are promptly handled in accordance with current directives and regulations. Anyone found engaging in discrimination, harassment, or reprisals will receive administrative and disciplinary action.

4. False allegations are equally damaging to unit cohesiveness as acts of discrimination or harassment. Anyone found to have made a false allegation will receive administrative and disciplinary action.

5. Remember- every Marine, Sailor, and Civilian in 2/3 will be treated with fairness, maturity, and dignity. We charge every leader on our team, at every rank, to **eradicate and prevent discrimination or harassment within our team** through alert, engaged leadership, using every legal, ethical, and moral tool at your disposal. If you suspect or see discrimination or harassment, it is your duty to report it. It will not be tolerated. Take care of all of your teammates.

A handwritten signature in black ink, appearing to read 'B.B. Coyne'.

B.B. Coyne
Commanding Officer

A handwritten signature in black ink, appearing to read 'S.W. Stutler'.

S.W. Stutler
Sergeant Major

2d Battalion, 3d Marine Regiment, 3d Marine Division